

Coast Guard Manpower Requirements Determination (MRD)

Work Measurement, Estimation, and Forecasting

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Work Measurement, Estimation, and Forecasting

Field-level manpower requirements determination relies on work estimating techniques that are economically feasible and which yield statistically valid results.

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Agenda

- Terminology
- Why Measure Work?
- General Work Measures
- Coast Guard Work Measures
- Anticipated Developments
- General Findings
- Assertions for the Coast Guard

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Terminology

- Manpower Requirements Determination (MRD)
- Work
- Workload
- Work Measurements
- Work Estimating
- Workload Forecasting

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Why Measure Work?

- Determine Manpower Requirements
- Analyze Long-Term and Cyclical Variations
- Determine Knowledge, Skill, Ability Needs
- Link Measurable Process Outputs to Workload
- Improve Working Conditions

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General Work Measures

Industry

- Time Studies & Engineered Standards
- Labor Reporting

Military

- Labor Reporting
- Operational Reporting
- Staffing Standards
- Modeling Systems
- Planning and Forecasting

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Coast Guard Work Measures

Direct

- Work Sampling for Staffing Standards
- Systems Studies
- Industrial Labor Reporting
- Occupational Analyses
- NAVMAC Validations

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Coast Guard Work Measures

Indirect

- Abstract of Operations
- Logs
- Training Records
- Personnel Transactions
- CASREPS
- Maintenance Records
- Financial Records
- Logistics Info Systems

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Anticipated Developments

- Expansion of AWPS
- Linking IMPRINT and SkillsNET
- Linking of SkillsNET and PeopleSoft
- Skill-Based Assignments

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General Findings

- Work measurement is critical.
- No one solution.
- Validate estimates and forecasts

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Assertions for the Coast Guard

- Build on DoD experience.
- System must be grown
- Mature and adapt.
- Clear benefits early to survive.

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